

From: Nankivell, Debbie L
Sent: Monday, October 08, 2012 8:22 AM
To: Moos, Bill
Subject: FW: [REDACTED]

Bill – FYI too. [REDACTED]
[REDACTED]

Debbie

From: Nankivell, Debbie L
Sent: Monday, October 08, 2012 8:21 AM
To: Dave Emerick (dave.emerick@wsu.edu)
Subject: FW: [REDACTED]

FYI and follow-up. THANKS.

Debbie

From: [REDACTED]
Sent: Thursday, October 04, 2012 10:03 PM
To: Athletics.Football
Subject: [REDACTED]

Dear Coach Leach,

[REDACTED] I realize that its football season and you're really busy so I sincerely apologize for my letter coming at this most inopportune time. I regret even having to email you this letter as I have never, ever had to get directly involved in issues [REDACTED]

[REDACTED] However, I felt compelled to address you as the head coach instead of Coach Breske with concerns.

I look
forward to hearing from you when your time permits.

Best Regards,

From: [Floyd, Elson S.](#)
To: [Moos, Bill](#)
Date: * No Date *
Subject: Fw: Two Great Concerns
Attachment(s): 0

Dear Bill,

Would you respond to her with a copy to me?

Thank you very much.

ESF

Elson S. Floyd, Ph.D.

From: [REDACTED]
Sent: Saturday, October 20, 2012 12:11 PM
To: Floyd, Elson S.
Subject: Two Great Concerns

Good morning President Floyd,

I would like to raise two major concerns that have come to light this past week. I do not usually raise a concern unless I can back it up with definitive evidence but in the first case I have heard the information through 3 different sources that have validity. The second case is what I have experienced. In both cases they involve football. I am writing to you about these issues, the first because the NCAA President's Commission places the responsibility of athletics directly under your role and two because of the potential ramifications if the first issue is true.

The first concerns an issue with athletic training. I have heard from three different sources that Bill Drake (WSU Head Athletic Trainer/ad football Trainer) was removed as head athletic trainer of football for undisclosed reasons, although because of his position being one of front line medical one can potentially infer why he was removed. From what I have been told from three different sources, he is still head athletic trainer at WSU, just no longer with football. A new football athletic trainer was put in place that I am told reports directly to Coach Mike Leach. If this is true, that the new athletic trainer reports directly to Coach Leach, we are in potential major violation with the NCAA. A coach in charge of the athletic training staff is a major conflict of interest and has resulted in the past with young people playing with injuries when they should not etc.... Considering why Coach Leach was removed from his previous coaching assignment, if this truly happened here at WSU, this raises great concern relative to WSU and WSU's young men (and women athletic trainers working with these players) concerning their health and wellness. Moreover it raises concern about whether medical staff in general can perform their daily tasks and follow the National Athletic Trainers Code of Ethics among other professional responsibilities. I can tell you that within the athletic training community as a whole (outside of WSU), this information has been circulating and is one of the sources of information from which I have heard this rumor.

The second issue relates to football practices and simulated "crowd noise". The football staff apparently decided that football players and staff should become accustomed to the loud noises that typically are found in many stadiums in which we play (including our own). As you know, the football practice field is bordered by the windows of the CUB, Holland Library, the PEB, Bohler Gym, and one other academic building on the west side. My office is in the PEB toward the south side of the building, room 106 next to some athletic offices. The simulated crowd noise is piped into the practice area sound loud that the window in my office rattles, the pencil on my computer desk bounces, my coffee in my cup vibrates, and the vibrations from the deep base noises come through my floor through my chair. When I asked an individual in athletic about it I was told "Well this is football and we need to be ready for the games and the noise." I called my department chair with this rather

funny request “could she check into the issue with football as it is very difficult to work under those conditions.” She did immediately and was told “This is football”. She said, “Yes but this is disturbing classes and faculty work in their offices.” The person she spoke with in football operations said she would check into it and get back with her. I emailed my department back and thanked her for her efforts. The email I received back was “I’m not REAL hopeful, but we’ll see!!!” Football is on the road at the moment and so I do not know whether this request to reduce the noise will be honored. To my knowledge football operations has not responded back to my chair. I can’t imagine that others who border the practice field are not disturbed by this practice. What I know is that we are all neighbors to each other. We need to be cognizant of our actions and how they affect others both directly and indirectly and hopefully we listen to each other, examine what we do, and re-evaluate whether what we are doing is the right thing to do. I am again concerned however, about the health of WSU athletes and athletic trainers. Given what we know about noise and hearing, especially in young people today, should this practice of deliberately introducing extreme noise to practices occur?

As an aside, I am an ardent supporter of intercollegiate athletics. I spent my undergraduate career competing in [REDACTED] (went to nationals) and [REDACTED]. I also served as an athletic trainer in the collegiate setting as well as [REDACTED]. I know first-hand how powerfully meaningful the athletic experience can be for individuals. I truly care about these athletes and trainers as individuals, professionals, and as people which is why I am raising these concerns to you.

Thank you for considering my request to check into these matters.

Sincerely,

[REDACTED], Ph.D.

Associate Professor

From: [Bradetich, Pam L](#)

To: [Moos, Bill](#)

Date: * No Date *

Subject: Fwd: WSU Football concussion 10.25.12

Attachment(s): 0

FYI

Begin forwarded message:

From: "Drake, Bill" <billd@wsu.edu>

Date: October 25, 2012 2:02:38 PM PDT

To: "Bradetich, Pam L" <pamb@wsu.edu>

Cc: "Garcia, Dennis J" <djgar@wsu.edu>, "Radakovich, Jeffrey B" <jradak@wsu.edu>, Ed Tingstad <tingstad@inlandortho.net>, "Lange, Christopher D" <cdlange@wsu.edu>

Subject: WSU Football concussion 10.25.12

WSU Football concussion 10.25.12

Pam,

Following is the concussion update from this season that you requested today in our meeting.

1. We have had 26 total this calendar year. Breakdown is as follows:

- 2 from boxing without headgear.
- 1 from winter conditioning wrestling.
- 2 spring ball
- 21 from Aug to present this season.

2. Per Head Coach's request we polled each school in the

conference and found we are in line with what the other schools in the conference are doing. This is both in numbers they have had and that we all follow the same basic guidelines and protocols. (See previous email to PAC 12 Athletic Trainers). Many schools have had up to 15 in Aug alone. Some have had 5 in one week like us.

3. The NCAA data lysis system average for D1 football of days out is 7.4. We ave 8.2 days out almost exactly equal to the national average.
4. Reasons that medical staff across the country agree to is that the increase in concussions is due to increased awareness both by coaches and student athletes equals the increase in concussions reported. In the past we have averaged 12 per year.
5. Important to note that 6 of the 21 concussions have been brought to us by this current coaching staff.

Thank you for your request and would be happy to answer any follow up questions or concerns.

Bill

Sent from my iPad

From: [Bradetich, Pam L](#)

To: [Moos, Bill](#)

Date: * No Date *

Subject: FW: Football communications.

Attachment(s): 0

Bill discussed this with me this morning, and so thought I should forward this. He indicated it was written with attorney consultation. In a text message today Bill told me to "feel free to share w anyone u need to".

Pam

-----Original Message-----

From: Drake, Bill

Sent: Thursday, October 25, 2012 2:45 PM

To: Bradetich, Pam L

Cc: Drake, Bill

Subject: Football communications.

Pam,

As I transition out of day-to-day football coverage, I want to reiterate my concerns about player health and safety, which we have discussed at various times over the past nine months. As you know, my concerns revolve around certain practices of the coaching staff that put the health and safety of the student athletes at risk. In particular, these practices include punishment workouts that are dangerously excessive. Thank you for your continued help in these matters.

Sincerely,

Bill Drake, M.Ed, ATC

Assistant Athletic Director

Athletic Training Services

Washington State University

From: Nankivell, Debbie L
Sent: Friday, October 26, 2012 10:51 AM
To: Moos, Bill
Subject: FW: [REDACTED]

FYI.

Debbie

From: McCoy, Anne R
Sent: Friday, October 26, 2012 10:36 AM
To: Nankivell, Debbie L
Subject: FW: [REDACTED]

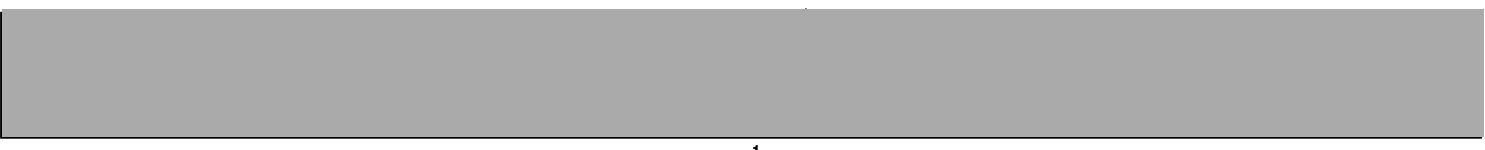
From: Malcolm, Adam Nelson
Sent: Friday, October 26, 2012 9:54 AM
To: Marlow, Mike; McCoy, Anne R
Subject: [REDACTED]

Anne & Mike,



Adam

Adam Malcolm, Assistant Attorney General
Office of the Attorney General
Washington State University
P.O. Box 641031
Pullman, WA 99164-1031
509.335.2636 // fax 509.335.1663



Emerick, Dave

From: Marlow, Mike
Sent: Monday, November 05, 2012 1:24 PM
To: Emerick, Dave
Subject: FW: Concerns with WSU Football program

fyi

Mike Marlow '90
Deputy Director of Athletics
Department of Intercollegiate Athletics
Washington State University
(509) 335-7155

From: Nankivell, Debbie L
Sent: Monday, November 05, 2012 12:53 PM
To: Marlow, Mike
Subject: FW: Concerns with WSU Football program

FYI

From: Druffel, Ginger K
Sent: Monday, November 05, 2012 12:40 PM
To: Nankivell, Debbie L
Subject: FW: Concerns with WSU Football program

Ginger Druffel
Executive Assistant to the President
Washington State University
509.335.7932 - direct
509.335.0137 – fax



From: [REDACTED]
Sent: Thursday, November 01, 2012 6:04 PM
To: WSU Presidents Office
Subject: RE: Concerns with WSU Football program

Ginger thank you for the response. I addressed the leadership because these are serious concerns and allegations. Honestly you have parents and kids that are afraid to address issues as they do not want an issues with the coaching staff. I just wanted to make the leaders of the university aware.

I did hear from Coach Leach and we had a pleasant conversation. He basically said that all these allegations were not true. (I would not expect him to say they are true) However, I can only say that this is coming from players on the team and players not on the team. I could truly see what people would like him I wish we could have talked the 1st time I contacted WSU back in April.

I guess all I would want to know is if WSU leadership is going to do an independent investigation on this or not? I agree that Coach Leach and Bill Moos should be aware of the allegations. However, I do think the WSU leadership should do a thorough investigation to preserve the dignity of the program. I deal with college coaches every day and this is not acceptable at other BCS programs. I will not make a big deal out of this just thought you guys wanted to be aware before something crazy happens or this stuff gets out.

Best Regards

From: WSU Presidents Office [mailto:presidentsoffice@wsu.edu]

Sent: Thursday, November 01, 2012 5:35 PM

To: [REDACTED]

Cc: Moos, Bill; Leach, Coach

Subject: RE: Concerns with WSU Football program

Dear [REDACTED]

President Floyd has asked that Athletic Director Bill Moos and Coach Leach respond to your concerns on his behalf.

Sincerely,
Ginger

Ginger Druffel
Executive Assistant to the President
Washington State University

CAMPAIGN
WASHINGTON STATE
UNIVERSITY

From: [REDACTED]

Sent: Thursday, November 01, 2012 12:28 PM

To: Lande, Rebecca Sue; WSU Presidents Office

Cc: Moos, Bill

Subject: Concerns with WSU Football program

November 1, 2012

Dear Board of Trustee, President, Athletic Director of Washington State University.

I am writing as a concerned parent. I feel that some of the things that are going on with WSU are completely out of control. [REDACTED]

As stewards of WSU you have a responsibility to make sure the athletes are not getting mistreated by their coaches. I feel that Coach Mike Leach and his staff are out of control. They have tried to get rid of injured players and have mistreated players. Coaches get rid of injured kids and mistreating players is highly inappropriate and should not be tolerated. I do not want to compare this to the Penn State situation as that was the worse abuse of power by any university we have ever seen. However, if WSU and people who know had handled it the 1st time it would have saved a lot of kids.

There are many parents that are afraid their kids will be retaliated against. [REDACTED]

[REDACTED] There are many athletes who have the same concerns. To get to the bottom of this you might want to interview the current players and former players. That is what happened at Texas Tech with their basketball program. I know for fact that Coach Leach told the players if they have any concerns to not talk to their parents or administration. I find that strange if you have nothing to hide.

Below I have included some of the things that have occurred. I would expect WSU to investigate these allegations which I know to be true. WSU has an obligation to protect these young men. I would at the very least hope that you would talk to the current and past players and assure them that what they say will not be held against them.

Washington State University
Football Issues since Coach Leach became Coach

*Midnight Maneuvers

-Team Assembles during off season work outs in the spring semester from 10pm till 12 midnight for winter conditioning. Then they are expected to attend weight room workouts from 6:30am to 8:00am the next morning for a 3 week period.

*Player's were punished for being late to "Voluntary" practices and workouts during the summer

-Player's were made to do "Up Downs" for being late.

*Player's Disciplined during "Voluntary" Summer Workouts:

-Players were punished for performance issues during "Voluntary" workouts. Player were given various punishments during the summer program because of performance issues. (Up Downs/Sand Pit)

*Sand Pit Punishment workouts (Mostly used as a "Punishment Tool")

*Offensive Linemen were punished for "Poor Performance" during the season and were forced to do Drills in the sand pit. Players were made to hold 45-pound plates over their heads while coaches sprayed water in their faces with water hoses. This was all because of poor performance in the game. **Actually spoke to Officer in military who indicated they do not do this kind of treatment in boot camp.**

*Coach Leach instructed the team not to tell their family members, WSU administrators or members of the WSU Athletic Department of any problems, punishments or frustrations that were being inflicted upon them by members of the WSU football coaching staff.

*October 24th at 5:00am (Weather: 30 Degrees) WSU Players were told to report to the "Sand Pit" for punishment. The players were all involved in the "Twitter Incident".

-The Sand Pit was hosed down with water prior to WSU football player's arrival
-Players were forced to "Roll" in the frozen sand and do "Bear Crawls" for an hour and fifteen minutes.
- I would like to say there is no place for anyone to use the word "nigger or bitches and hoes and do not have a problem with the coaches stand on that. However, I do have a problem with the actual punishment and it is totally out of control. **The players who were forced to do so were, Damante Horton, Dominique Williams, Henry Eaddy, Brandon Golden, and Mansel Simmons.**

*Coaching staff knowing a player was innocent of crimes but said nothing to exonerate the player with the local police department because the player who hit the kid was a starter on the defense and the player that was charged was not in the coach's plans. [REDACTED] He talked to his coach and they still were going to let him take the wrap.

*Matt Simmons being treated like crap from Coach Breske because Coach Breske did not feel he could play on this level of football. This is the worse as Matt father played for WSU and was the 1st SWAT officer to die in the line of duty for LAPD.

*[REDACTED] kicked off the team due to a second injury and being told it was because of his body language. Then later being told that it was because he was acting up in strength and conditioning in the morning. [REDACTED] [REDACTED] I have asked for letter as to why [REDACTED] was kicked off the team because of the confusion it has been almost two weeks with no response.

*Forcing injured players to participate in practice even though they have not been given authority to return to practice from the doctor. Coach Breske told [REDACTED] he did not care if he was not released to practice he had not seen him and he wanted to see him. [REDACTED]

*Departed WSU Scholarship Football Players since Coach Leach: 17 and counting.

Louis Bland
Blair Bombmer
Tyrone Duckett
Aaron Dunn
Max Gama
Sekope Kaufusi
Ian Knight
Anthony Laurenzi
Justin Mann
CJ Mizell
TJ Poloai
Alex Reitnour
Jordan Pu'u-Robinson
Matt Simmons
Jordan Simone
Skylar Stormo
Spencer Waseem
Lenard Williams

Best Regards and looking forward to a response

[REDACTED]

Emerick, Dave

From: Marlow, Mike
Sent: Monday, November 05, 2012 12:53 PM
To: Emerick, Dave
Subject: FW: Question

fyi

Mike Marlow '90
Deputy Director of Athletics
Department of Intercollegiate Athletics
Washington State University
(509) 335-7155

From: Nankivell, Debbie L
Sent: Monday, November 05, 2012 12:53 PM
To: Marlow, Mike
Subject: FW: Question

FYI

From: Druffel, Ginger K
Sent: Monday, November 05, 2012 12:37 PM
To: Nankivell, Debbie L
Subject: FW: Question

Ginger Druffel
Executive Assistant to the President
Washington State University
509.335.7932 - direct
509.335.0137 – fax



From: [REDACTED]
Sent: Monday, November 05, 2012 11:09 AM
To: WSU Presidents Office
Subject: Re: Question

I just got phone call from parents that stated Coach Volero struck players to include Wade Jacobson and John Fullerton over the weekend. [REDACTED]
[REDACTED] With that being said I expect an investigation to be done. You do not want an Ohio state situation on your hand.

From: Nankivell, Debbie L
Sent: Tuesday, November 06, 2012 1:28 PM
To: Moos, Bill; Marlow, Mike
Subject: FW [REDACTED]

FYI

From: [REDACTED]
Sent: Tuesday, November 06, 2012 1:18 PM
To: athleticdirector@wsu.edu
Subject: [REDACTED]

Mr. Moos,

[REDACTED] is a grown man and capable of handling his issues in college. [REDACTED]

I am not writing you to be critical of Coach Leach or his staff, but am very aware of problems that he brought upon himself at Texas Tech. You sir, by all indications are a man of character, I hope that the problems that preceded Coach Leach are not continuing at Washington State.

If [REDACTED] is out of line, I will support Coach Leach 100 percent, but if Coach Leach is bullying, deflecting and basically acting like an ass, then as an athletic director it is your place and right to fix the situation. I hope this can be done, so that Coach Leach and Washington State can both be successful. [REDACTED]

You have a lot invested in Coach Leach. He by all evidence is a brilliant football coach. I would hope that he is equally as brilliant of a person as he is a coach.

Respectfully,

[REDACTED]

From: Nankivell, Debbie L
Sent: Thursday, November 08, 2012 9:07 AM
To: Moos, Bill; Marlow, Mike
Subject: FW: Washington State feedback: athletic

FYI.

-----Original Message-----

From: Krump, Jason
Sent: Thursday, November 08, 2012 8:55 AM
To: Nankivell, Debbie L
Subject: FW: Washington State feedback: athletic

-----Original Message-----

From: K. WHite [mailto:KWHITE13298@ROADRUNNER.COM]
Sent: Wednesday, November 07, 2012 11:16 PM
To: Rob Feagans; Omar Sanchez; Commons, Rod; Evan Handa; Krump, Jason; [REDACTED]; Marantz, Adam; [REDACTED]
Subject: Washington State feedback: athletic

Message from page <http://about.wsu.edu/contact/>:

User Computer Data: Mozilla/5.0 (Windows NT 6.1; WOW64) AppleWebKit/537.4 (KHTML, like Gecko)
Chrome/22.0.1229.94 Safari/537.4

Washington State feedback: athletic

Football-

Phone calls to chew players out at 2:00 AM Sunday morning.
the Sand Pit.

Turning fire hoses and knocking players down.

Constant belittling.

I played- I wouldn't have played for Leach.

Sooner or later you're going to get sued over Leach.



WASHINGTON STATE
ATHLETICS

Memorandum

To: Elson Floyd, President
From: Bill Moos, Director of Athletics *W.M.*
Date: November 7, 2012
Re: [REDACTED]

This correspondence is in response to the allegations made by [REDACTED] in a memo dated November 1, 2012. In the memo, [REDACTED] listed several concerns regarding our football program and asked how we planned to address them.

As you know, my practice is not to micromanage our coaches but instead to make sure we have quality individuals of high character in those positions and then observe and assess their performance. Having said that, I do rely on members of my staff who attend practices, meetings and are in the locker rooms to keep me apprised of the climate of a particular program and if they sense any wrong doing. At that point, I will meet with the coach and discuss the issue.

In the case of [REDACTED] I did sit down with Mike Leach and discuss the allegations as well as [REDACTED]. After our discussion, Mike called [REDACTED] from my office and had a conversation that lasted about forty minutes. I understand that Mike had a subsequent visit with [REDACTED] that lasted about an hour.

In the aftermath of my visit with Mike, and others who are involved with the football program on a daily basis, I have concluded that much of what [REDACTED] stated was exaggerated or simply not true. There were however, a couple of concerns that did have merit and they have been addressed.

As you are well aware, football at this level is a tough sport that requires tough players in order to realize success. Tough players are the product of tough coaches. Our coaches are tough in all aspects of the game: academic performance; behavioral matters; and on-field performance. At this time, I am impressed and pleased with all but the latter. I do however, believe that the infrastructure is being created that will establish a strong and stable program that in turn will produce teams that will be competitive and a source of pride for our university.

From: Floyd, Elson S.
Sent: Sunday, November 11, 2012 8:24 AM
To: Moos, Bill
Subject: [REDACTED]

Just FYI

ESF

Elson S. Floyd, Ph.D.
President
Washington State University

From: Scott Carson <scott.carson46@yahoo.com>
Reply-To: Scott Carson <scott.carson46@yahoo.com>
Date: Sunday, November 11, 2012 8:04 AM
To: Ryan Durkan <trd@hcmp.com>, Elson Floyd <floyde@wsu.edu>
Subject: Re: [REDACTED]

Good morning Ryan,

Well, yesterday I got off the airplane from Miami to see this additional piece of information. I do believe we have an obligation to understand what in the world is going on. I had a discussion with Elson last Tuesday and we agreed at that time to have the AD address the regents at breakfast on Friday. As part of the response to the earlier letter we asked the AD to prepare a response and further asked the letter be referred to the appropriate Board committee. I have not spoken to Elson since I returned and since the [REDACTED]

[REDACTED] Will be doing so later this morning.

Scott

From: Ryan Durkan <trd@hcmp.com>
To: "Floyd, Elson S." <floyde@wsu.edu>; scott.carson46@yahoo.com
Sent: Saturday, November 10, 2012 11:34 PM
Subject: [REDACTED]

Elson and Scott, it seems that now the allegations have risen to the level of physical abuse, that we have an issue on which the Board

should be briefed. With the vote on the football ops center coming up at the next meeting, we risk looking ill informed if we don't address the allegations. We are not in a position to judge the merits, but after the training we had on the Penn State situation, it seems that we at least have a duty to ask questions. Your thoughts are most welcome.

Ryan

From: Moos, Bill
Sent: Sunday, November 11, 2012 1:57 AM
To: Floyd, Elson S.
Subject: Fwd:

Elson,

Sent to me at 11:33. Unfortunate as our guys gave a valiant effort and deserved to be the lead story.

Bill

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: November 11, 2012 1:38:07 AM PST
To: <bill.moos@wsu.edu>

Mr. Moos this is marquess... With that letter I wasn't trying to accuse the coaches of hitting players or anything. I was just trying to put it in different terms and now everything is getting misinterpreted and I didn't mean it like that at all... I simply was trying to get my story across and get my name cleared instead of having it say I'm suspended for breaking team violations... That could mean like I did drugs or something... I was never trying to harm the university or the program with it

From: [Oviatt, Rob](#)

To: [Moos, Bill](#)

Date: * No Date *

Subject:

Attachment(s): 0

Mr. Moos,

I just wanted to offer my support in view of present circumstances with football. I see frustration at the root of a great majority of the issues

I am reading and hearing about. Losing seasons breed it at every level.

When adversity hits, you keep doing what you know works. Mike will win, and he will stay the course doing what he believes is the best way to be successful,

as any coach in his position would. We have faced our share of adversity over here, as you are well

aware. We have been digging, fighting, and scratching every day, and now we can see that light

at the end of the tunnel getting a little bit brighter. These situations are never easy, and are'nt for

everybody, but the cause is worth every bit the effort.

Coach Pflugrad is highly interested in the Idaho job. We are all pulling for him. I will be in Pullman this

Week for the UCLA game. We have a bye. For the first time in my life, I will be sitting in the stands with my 3 kids watching a fb game together. We've never met, but I hope I have the opportunity someday.

All the Best. Go Cougs.

“Critics, are those who run down the hill, after the battle has been fought, and shoot the wounded”

Murray Kempton

Rob Oviatt

University of Montana

Head Football Strength Coach

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